

St. Louis City Ordinance 64310

FLOOR SUBSTITUTE

BOARD BILL NO. [97] 335

INTRODUCED BY ALDERMAN MARTIE J. ABOUSSIE

An ordinance relating to the appointment of and the salaries of certain employees in the Collector of Revenue's office pursuant to Section 82.610, Revised Statutes of Missouri, by repealing Ordinance 63710, approved March 26, 1996, (Chapter 4.44, Rev. Code, St. Louis, 1980, Anno.) and adopting nine (9) new sections and containing an emergency clause.

BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:

SECTION ONE. Ordinance 63710, approved March 26, 1996, (Chapter 4.44, Rev. Code, St. Louis, 1980, Anno.), is hereby repealed and a new ordinance and chapter is hereby enacted, to read as follows:

SECTION TWO. Pursuant to Section 82.610, Revised Statutes of Missouri, the Collector of Revenue is hereby authorized to appoint and employ the following officers and employees with bi weekly rates, in accordance with the following classification plan, to a grade with rates established in Section Three of this ordinance.

Title		Grade
Account Clerk I		8G
Account Clerk II	13G	
Accountant I		16G
Accountant II		18G
Accounting Manager I		22M
Accounting Manager II		24M
Administrative Assistant I		15G
Administrative Assistant II		18M
Administrative Assistant to Collector		21M
Assistant Collector I		25M
Assistant Collector II		26M
Assistant Collector III		28M
Assistant Supervisor		16G
Audit Manager		23M
Auditor I	16G	
Auditor II		19G
Buyer I		15G
Buyer II	18G	
Cashier I	10G	
Cashier II		13G
Cashier III		15G
Chief Investigator		17G

Chief Mail Clerk		13G	
Clerical Aide		3G	
Clerk I		5G	
Clerk II	7G		
Clerk III	10G		
Clerk IV	13G		
Clerk V		15G	
Compliance Manager		18M	
Custodian	4G		
Data Entry Operator I		6G	
Data Entry Operator II		8G	
Data Entry Supervisor		11G	
Executive Assistant I		23M	
Executive Assistant II		26M	
First Assistant Collector		30M	
Fiscal Executive	30M		
Fiscal Manager		28M	
Intergovernmental Affairs Officer		21M	
Internal Auditor	20M		
Investigator I		13G	
Investigator II		15G	
Messenger	3G		
Mail Clerk I		5G	
Mail Clerk II		7G	
Manager	24M		
Office Manager		16M	
Personnel Assistant		10G	
Personnel Manager I		24M	
Personnel Manager II	27M		
Receptionist		5G	
Secretary/Stenographer to Collector		15G	
Secretary I		9G	
Secretary II		11G	
Secretary III		13G	
Security Manager I		14G	
Security Manager II		17M	
Security Officer	8G		
Supervisor I		16M	
Supervisor II		17M	
Supervisor III		18M	
Supervisor IV		19M	
System Analyst I	21G		
System Analyst II		24G	
Taxpayer Affairs Manager			17M
Telephone Operator		5G	
Telephone Operation Supervisor		7G	
Typist Clerk I		6G	
Typist Clerk II		8G	
Typist Clerk III		9G	

SECTION THREE.

(a) GENERAL PAY SCHEDULE

(1) There is hereby adopted as the compensation schedule for all pay grades which are denoted by the suffix "G" in Section Two of this ordinance, the following ranges of salary beginning with the bi weekly pay period starting June 21,1998.

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

GRADE	MINIMUM	MAXIMUM
1G	528	712
2G	553	743
3G	578	779
4G	605	815
5G	633	852
6G	661	890
7G	693	932
8G	726	977
9G	759	1025
10G	796	1071
11G	833	1125
12G	872	1177
13G	915	1233
14G	957	1292
15G	1004	1353
16G	1053	1415
17G	1102	1486
18G	1157	1556
19G	1211	1628
20G	1271	1710
21G	1330	1789
22G	1396	1878
23G	1463	1968
24G	1535	2065
25G	1609	2163
26G	1686	2268
27G	1769	2377
28G	1856	2498
29G	1946	2618
30G	2041	2746
31G	2142	2882
32G	2247	3024
33G	2358	3172
34G	2473	3327
35G	2593	3491
36G	2722	3664

(2) The following bi weekly pay schedule for all pay grades denoted with the suffix "G" shall become effective beginning with the bi weekly pay period starting June 20, 1999:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

GRADE	MINIMUM	MAXIMUM
1G	544	733
2G	570	765
3G	595	802
4G	623	839
5G	652	878
6G	681	917
7G	714	960
8G	748	1006
9G	782	1056
10G	820	1103
11G	858	1159
12G	898	1212
13G	942	1270
14G	986	1331
15G	1034	1394
16G	1085	1457
17G	1135	1531
18G	1192	1603
19G	1247	1677
20G	1309	1761
21G	1370	1843
22G	1438	1934
23G	1507	2027
24G	1581	2127
25G	1657	2228
26G	1737	2336
27G	1822	2448
28G	1912	2573
29G	2004	2697
30G	2102	2828
31G	2206	2968
32G	2314	3115
33G	2429	3267
34G	2547	3427
35G	2671	3596
36G	2804	3774

(b) MANAGEMENT PAY SCHEDULE:

(1) The following bi weekly pay schedule for all pay grades denoted with the suffix "M" shall become effective beginning with the bi-weekly pay period starting June 21, 1998:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

GRADE	MINIMUM	MAXIMUM
16M	1053	1563
17M	1102	1637
18M	1157	1718
19M	1211	1799
20M	1271	1886
21M	1330	1976
22M	1396	2073
23M	1463	2174
24M	1535	2280
25M	1609	2394
26M	1686	2510
27M	1769	2633
28M	1856	2765
29M	1946	2897
30M	2041	3042
31M	2142	3192
32M	2247	3348
33M	2358	3515
34M	2473	3688
35M	2593	3870
36M	2722	4061

(b)MANAGEMENT PAY SCHEDULE

(2) The following bi weekly pay schedule for all pay grades denoted with the suffix "M" shall become effective beginning with the bi weekly pay period starting June 20, 1999:

BI-WEEKLY RANGE OF PAY IN WHOLE DOLLARS

GRADE	MINIMUM	MAXIMUM
16M	1085	1610
17M	1135	1686
18M	1192	1770
19M	1247	1853
20M	1309	1943
21M	1370	2035
22M	1438	2135
23M	1507	2239
24M	1581	2348
25M	1657	2466
26M	1737	2585

27M	1822	2712	
28M	1912		2848
29M	2004		2984
30M	2102		3133
31M	2206		3288
32M	2314		3448
33M	2429		3620
34M	2547		3799
35M	2671	3986	
36M	2804	4183	

SECTION FOUR. These salaries shall be paid out of fees collected, deducted and retained by the Collector of Revenue as provided by Sections 82.650 and 82.670, Revised Statutes of Missouri.

SECTION FIVE. (a) All pay schedules in Ordinance 63710 shall continue in effect until the beginning of the bi weekly pay period starting June 21,1998 at which time the rates to be paid to employees in positions of any class for which a rate is established or changed in Section Three (a)(1) and Section Three (b)(1) of this ordinance shall be increased by a factor of three percent (3%), rounded to the nearest whole dollar, as determined by the appointing authority and be adjusted as follows:

(1) The bi-weekly salary of each employee whose pay range is established in Section Three (a)(1) and Section Three (b)(1) of this ordinance and whose class title remains unchanged or whose class title is changed to better describe his or her position and without a substantial revision in the class of position shall be increased by three percent (3%) rounded to the nearest whole dollar. This provision shall not apply to employees whose rate is deemed to be above the new maximum of the range as a result of demotion or reallocation.

(b) The pay schedules in Section 3 (a) (1) and 3 (b) (1) shall continue in effect until the bi-weekly pay period starting June 20, 1999 at which time the rates to be paid to employees in positions of any class for which a rate is established or changed in Section 3 (a) (2) or 3 (b) (2) of this ordinance shall become effective and be adjusted as follows:

(c) The salary of each employee whose pay range is established in Section 3 (a) (2) or 3 (b) (2) of this ordinance shall be increased by three percent (3%) to the nearest whole dollar, as determined by the appointing authority. This provision shall not apply to employees whose rate is deemed to be above the maximum of their new salary range except as provided in paragraph (d) below.

(d) No employee shall be reduced in salary by reason of the adoption of the new pay schedules in this ordinance.

(2) The salary of each employee whose pay range is established in Section Three (a) and Section Three (b) of this ordinance and whose class has been allocated to a higher pay grade in the appropriate pay schedule shall be increased to a rate which provides a three percent (3%) increase in addition to an increase which equals the amount of the pay grade reallocation.

(a) All employees shall be eligible for increases based upon satisfactory service as determined by the Collector, subject to the maximum salary limitation herein.

(b) Nothing in this section shall be construed as preventing the Collector from paying less than the maximum provided in this ordinance.

(c) Any employee whose salary upon effective date hereof exceeds the initial salary level for his position may be paid at the salary level that immediately exceeds his then current salary level.

SECTION SIX.

Salary adjustments for all employees shall be based on considerations of merit, equity, or success in fulfilling predetermined goals and objectives as herein provided.

(a) Positions for which salary is established in Section 2(a)-General Schedule, Section 2(b)-Management Schedule:

(1) Eligibility for 1% within-range increases shall be made at intervals of once a fiscal year.

(2) Any employee whose salary is established in Section 3(a) or 3(b) and whose services fail to meet the standards of performance necessary to qualify for increases in pay shall not receive the within-range increase otherwise allowed by this Section 6.

(b) The effective date of any within-range increase granted under provisions of Section 6(a)(1) shall be effective subject to the provisions set by Appointing Authority.

(c) An appointing authority may evaluate the performance of an employee whose salary is established in Section 3(a) or 3(b) of this ordinance for the

purpose of a salary adjustment only at intervals as described above except in the case of:

(1) Exceptional performance of duties:

The appointing authority of an employee who demonstrates exceptional performance of duties or outstanding qualifications may, advance the employee by not more than five percent (5%)

(2) Substandard performance of duties:

The appointing authority of an employee whose level of performance is significantly diminished and no longer warrants payment at the current rate within the range may be decreased to a lower rate in the salary range.

The granting of any such increase or decrease in salary shall be made at the beginning of a payroll period.

(d) An appointing authority may approve a within-range salary adjustment in any whole dollar increment up to five percent (5%) of an employee's bi-weekly base.

(e) The pay of any employee may be decreased as a disciplinary action by an appointing authority to a lower rate or step within a salary range. The decrease shall not be greater than fifteen percent (15%) of the current salary rate. In no case shall the decrease be below the minimum of the pay range for the class. The appointing authority may determine that the pay decrease shall be effective for a specific number of bi-weekly pay periods.

SECTION SEVEN. Whenever the Collector of Revenue finds it necessary to add a new class or reallocate the grade of a class of position in the classification plan, the Collector shall allocate or reallocate the class to an appropriate grade in this ordinance and notify the Board of Aldermen of his action.

SECTION EIGHT. The passage of this ordinance being deemed necessary for the immediate preservation of the public peace, health and safety, it is hereby declared to be an emergency measure and the same shall take effect and be in force immediately upon its approval by the Mayor.

SECTION NINE. Ordinance 63710 and all other ordinances or parts of ordinances conflicting or inconsistent with the provisions of this ordinance are hereby repealed.

Legislative History				
1ST READING	REF TO COMM	COMMITTEE	COMM SUB	COMM AMEND
02/13/98	02/13/98	PE		
2ND READING	FLOOR AMEND	FLOOR SUB	PERFECTN	PASSAGE
03/06/98			03/13/98	03/13/98
ORDINANCE	VETOED		VETO OVR	
64310				